



# **2022-2023 Schedule For Supplemental Duty Pay**

**Amended 8/22/2022**

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**2022-2023 Schedule for Supplemental Duty Pay  
as of September 1, 2022**

DESIGNATION	ADDITIONAL COMPENSABLE ASSIGNMENT	SUPPLEMENT	DUTY PERIOD
<b>ACTIVITY - High School</b>	Academic - International Baccalaureate Campus Coordinator	\$9,652.00	Annual
	National Honor Society	\$1,765.00	Annual
	Band - Head Director	Part of Salary	220
	Band - Assistant Director	\$13,536.00	Annual
	Choir - Head Director	\$13,536.00	Annual
	Choir - Assistant Director	\$6,002.00	Annual
	Drug Education Coordinator	\$1,177.00	Annual
	Journalism - Newspaper Sponsor	\$2,472.00	Annual
	Lead Counselor	\$2,943.00	Annual
	Part Time Counselor	\$35.00	Per Hour
	Orchestra Director	\$13,536.00	Annual
	Student Council Sponsor	\$1,765.00	Annual
	Theatre Arts Director	\$13,536.00	Annual
	Theatre Arts Assistant Director	\$6,002.00	Annual
	Yearbook Sponsor	\$2,825.00	Annual
	Creativity Action Services - IB	\$2,588.00	Annual
	Speech (Coaching Debate and Competitive Squads)	\$4,119.00	Annual
	Extended Essay Coordinator - IB	\$2,588.00	Annual
<b>ACTIVITY - Junior High School</b>	Band - Head Director	\$13,536.00	Annual
	Band - Assistant Director	\$7,593.00	Annual
	Choir - Head Director	\$6,002.00	Annual
	Newspaper	\$1,177.00	Annual
	Orchestra Director	\$6,002.00	Annual
	Orchestra Assistant Director	\$4,372.00	Annual
	Theatre Arts/Drama Director - Harwood JH/Bedford JH Schools of Choice	\$3,152.00	Annual
	Student Council Sponsor	\$1,177.00	Annual
	Yearbook	\$1,177.00	Annual
<b>ACTIVITY - Secondary</b>	Lead Teacher - Secondary (Lang. Arts, Math, Sci, Soc Studies, Spec Ed)	\$5,885.00	Annual
	Lead Teacher - Secondary (World Languages)	\$2,943.00	Annual
	Lead Teacher - FEW Center (Lang. Arts, Math, Sci, Soc Studies, Spec Ed)	\$2,885.00	Annual
	Test Administrator	\$26.00	Per Hour
	Test Proctor	\$20.00	Per Hour
	SAT/ACT Test Preparation Instructor (Outside Normal Duties)	\$30.00	Per Hour
	Teaching Extra Class	\$3,300.00	1 class/per semester
	Teaching Extra Class	\$2,200.00	1 class/per trimester
	Tutor/Interventionist (Certified Teacher)	\$25.00	Per Hour
	Attendance Center/Detention Supervisor	\$21.00	Per Hour
	Robotics Team Coach	\$1,545.00	Annual
	Drone Team Coach	\$1,545.00	Annual
	Cyber Team Coach	\$1,545.00	Annual
	Fire Academy Sponsor	\$1,545.00	Annual
	BCTEA Camp Connect	\$1,545.00	Annual
<b>ACTIVITY - Elementary</b>	Elementary Orchestra Director	\$4,119.00	Annual
	Elementary Honor Choir Director	\$4,119.00	Annual
	Part-Time Instructional Specialist/Coach (Title and Non-Title)	\$25.00	Per Hour
	Elementary Tutor - Full-Time Certified Teacher (Employed by HEB)	\$25.00	Per Hour
	Elementary Interventionist - Part Time Temporary Certified Teacher (Not Employed by HEB)	\$25.00	Per Hour
	Title I Crate/Family Engagement Facilitator (Teacher)	\$1,000.00	Annual
	Bilingual Teacher, Bilingual Administrator and Spanish Immersion Teacher Stipend	\$4,119.00	Annual
	Curriculum Writers	\$30.00	Per Hour
	Lead Teacher - Elementary (PreK - 6th Grade and Spec Ed)	\$1,177.00	Annual / + \$50 per tchr > 2 tchrs on a team
	Lead Dyslexia Specialist	\$2,500.00	Annual
	Lead Diagnostician	\$2,500.00	Annual
	Lead Teacher - Bilingual	\$1,500.00	Annual
	Lead Teacher - ESL	\$1,000.00	Annual
	P.E. Team Coordinator (Elementary, Secondary)	\$3,000.00	Annual

## Schedule for Supplemental Duty Pay 2022 - 2023

DESIGNATION	ADDITIONAL COMPENSABLE ASSIGNMENT	SUPPLEMENT	DUTY PERIOD
<b>ACTIVITY - Elementary Cont.</b>	Extended Day Academy Site Manager (Yr. 1 - 3)	\$21.00	Per Hour
	Extended Day Academy Site Manager (Yr. 4 - 5)	\$22.00	Per Hour
	Extended Day Academy Site Manager (Yr. 6 - 8)	\$23.00	Per Hour
	Extended Day Academy Site Manager (Yr. 9 - 11)	\$24.00	Per Hour
	Extended Day Academy Site Manager (Yr. 12+)	\$25.00	Per Hour
	Extended Day Academy Site Assistant Manager	\$16.00	Per Hour
	Extended Day Academy Staff	\$14.00	Per Hour
	Advanced Academics Rising Stars (Summer) Instructor	\$30.00	Per Hour
	Advanced Academics Super Saturday Instructor	\$30.00	Per Hour
	McKinney-Vento Lead Social Worker	\$1,000.00	Annual
	Lead Student Interventionist	\$1,000.00	Annual
<b>ALL LEVELS</b>	New Teacher Training Stipend (Zero-Year or New to District)	\$250.00	Annual (Up to a Maximum of \$500)
	New Administrator Training (New to District)	\$250.00	Annual
	Teacher and Professional Staff Professional Development Stipend (Required Attendance Outside Work Calendar), if applicable	\$120.00	Per Day
	Professional Development Preparation (Outside Work Calendar)	\$20.00	Per Hour (Up to a maximum of six hours per PD presentation)
	Professional Development Presentation (Outside Work Calendar)	\$36.00	Per Hour
	Curriculum Development Supplement	\$1,500.00	Annual
	District Teacher Mentor for Zero-Year Teachers	\$36.00	Per Hour
	District Teacher Facilitator Supplement (Curriculum and Instruction 187-Day DTFs only)	\$3,500.00	Annual
	Lead Truancy Officer	\$2,000.00	Annual
	Dyslexia Testing	\$30.00	Per Hour
	Campus Technology Assistant Stipend	\$4,000.00	Annual
	Translator/Interpreter	\$21.00	Per Hour
Travel	Traveling Teacher - Two schools per day	\$660.00	Annual
	Traveling Teacher - Three schools per day	\$990.00	Annual
	Traveling Teacher - Four or more schools per day	\$1,320.00	Annual
Travel - Paraprofessional	Paraprofessional/Technical Paygrade 1 - Two schools per day	\$660.00	Annual
	Paraprofessional/Technical Paygrade 1 - Three schools per day	\$990.00	Annual
	Paraprofessional/Technical Paygrade 1 - Four or more schools per day	\$1,320.00	Annual
Rate of Pay - Paraprofessional	Paraprofessional Professional Development Stipend (Required Attendance Off Duty), if applicable	\$50.00	Per Day
	Registration/Data Entry - Paraprofessionals and Professional (Outside Work Calendar)	\$10.50	Per Hour
	Paraprofessional (Outside Work Calendar/Outside Normal Duties)	\$10.50	Per Hour
	Paraprofessional/Clerical - 30+ College Hours	\$250.00	Annual
Paraprofessional Degree Stipend	Paraprofessional/Clerical - 60+ College Hours/Associate's Degree	\$500.00	Annual
	Paraprofessional/Clerical - Bachelor's Degree	\$1,000.00	Annual
HEALTH SERVICES	<i>School Nurse Supplemental Duties including but not limited to: Back-to-School Registration; Vaccine Clinics; Training Instructor (Stop the Bleed, CPR, First Aid, etc.); Vision/Hearing Screening; Immunization Verification; Process and Procedure Development and Writing; Summer School Alerts and Plans</i>		
	Registered Nurse (Outside Normal Duties)	\$32.00	Per Hour
	Licensed Vocational Nurse (Outside Normal Duties)	\$24.00	Per Hour
<b>SPECIAL PROGRAMS</b>	Paraprofessional - Special Education Teacher Assistant (Blended K, BI, ECSE, FACI, PACES, PALS, & SABLE programs)	\$1,500.00	Annual
	Health Service Certification Stipend (G-Tube, Catheter) - Teacher Assistants	\$900.00	Annual
	Special Olympics District Coordinator (One per District)	\$4,000.00	Annual
	Speech Language Pathologist - Certificate of Clinical Competency	\$3,000.00	Annual
	Speech Language Pathologist - Lead Therapist	\$2,500.00	Annual
	Behavior Specialist with Board Certified Behavior Analyst (BCBA)	\$2,000.00	Annual
	Speech Therapy Assistant/CFY Supervisor	\$500.00	Annual per CFY
	Teachers/Therapists/Specialists (Part Time Temporary)		
	Teacher, Deaf and Hard of Hearing (DHH)	\$45.00	Per Hour
	Teacher, Homebound	\$30.00	Per Hour
	Diagnostician	\$50.00	Per Hour
	Dyslexia Specialist	\$30.00	Per Hour
	Licensed Specialists in School Psychology (LSSP)	\$82.00	Per Hour
	Music Therapists	\$55.00	Per Hour
	Occupational Therapists	\$50.00	Per Hour
	Physical Therapists	\$58.00	Per Hour
	Speech Therapists	\$55.00	Per Hour
	Social Worker	\$30.00	Per Hour

**Schedule for Supplemental Duty Pay  
2022 - 2023**

DESIGNATION	ADDITIONAL COMPENSABLE ASSIGNMENT	SUPPLEMENT	DUTY PERIOD
<b>PART-TIME TEMPORARY RATES</b>	Part Time Temporary Counselor	\$35.00	Per Hour
	Part Time Temporary Paraprofessional - Teacher Assistant	\$12.50	Per Hour
	Part Time Temporary Clerical - Secretary	\$12.50	Per Hour
	Part Time Temporary Clerical (HEB ISD Retirees)	\$16.50	Per Hour
	Part Time Temporary Bus Driver	\$20.00	Per Hour
	Part Time Temporary Bus Driver (Non-CDL)	\$20.00	Per Hour
	Part Time Temporary Bus Monitor	\$19.00	Per Hour
	Part Time Temporary Custodian	\$11.50	Per Hour
<b>ACTIVITY - Summer School</b>	Elementary Summer School Coordinator	\$10,000.00	Summer
	Elementary Summer School Site Coordinator	\$5,000.00	Summer
	Secondary Summer School Coordinator	\$10,000.00	Summer
	Secondary Summer School Coordinator (Accelerated Instruction/EOC)	\$5,000.00	Summer
	Secondary Summer School Site Coordinator (Credit Recovery/Credit Advancement)	\$5,500.00	Summer
	Secondary Summer School Testing Coordinator (STAAR/EOC)	\$3,000.00	Summer
	Secondary Summer School Teacher (Elementary, Secondary)	\$30.00	Per Hour
	Secondary Summer School Secretary (Elementary, Secondary - Outside Work Calendar)	\$16.50	Per Hour
	Summer School Teacher Assistant/CTA (Elementary, Secondary - Outside Work Calendar)	\$12.00	Per Hour
	Summer School School Resource Officer	\$50.00	Per Hour
	Summer School Counselor	\$30.00	Per Hour
	Summer School Office Assistant (Secondary - Outside Work Calendar)	\$12.50	Per Hour
	Summer School Nurse (Elementary, Secondary)	\$32.00	Per Hour

**Schedule for Supplemental Duty Pay  
2022 - 2023**

DESIGNATION	ADDITIONAL COMPENSABLE ASSIGNMENT	SUPPLEMENT	DUTY PERIOD
<b>SPORT - High School</b>	Athletic Coordinator	\$4,708.00	Annual
	Baseball - Head Coach	\$9,652.00	Annual
	Baseball - Assistant Coach	\$7,532.00	Annual
	Basketball - Head Coach	\$12,065.00	Annual
	Basketball - Assistant Coach	\$7,532.00	Annual
	Football - Head Coach	Part of Salary	Annual
	Football - Offensive Coordinator	\$9,300.00	Annual
	Football - Defensive Coordinator	\$9,300.00	Annual
	Football - Assistant	\$8,533.00	Annual
	Golf - Head Coach	\$10,653.00	Annual
	Gymnastics - Head Coach	\$10,653.00	Annual
	Soccer - Head Coach	\$9,652.00	Annual
	Soccer - Assistant Coach	\$7,532.00	Annual
	Softball - Head Coach	\$9,652.00	Annual
	Softball - Assistant Coach	\$7,532.00	Annual
	Swimming - Head Coach	\$9,652.00	Annual
	Swimming - Assistant Coach	\$7,532.00	Annual
	Tennis - Head Coach	\$10,653.00	Annual
	Tennis - Assistant Coach	\$7,532.00	Annual
	Track - Head Coach	\$9,652.00	Annual
	Track - Assistant Coach	\$7,532.00	Annual
	Track - Cross Country Head Coach	\$9,652.00	Annual
	Track - Cross Country Assistant Coach	\$7,532.00	Annual
	Volleyball - Head Coach	\$9,652.00	Annual
	Volleyball - Assistant Coach	\$8,062.00	Annual
	Wrestling - Head Coach	\$9,652.00	Annual
	Wrestling - Assistant Coach	\$7,532.00	Annual
	Equipment Coordinator	\$4,708.00	Annual
	Powerlifting	\$5,592.00	Annual
	Strength & Conditioning Coach	\$5,297.00	Annual
	Trainer - Head	\$14,124.00	Annual
	Trainer - Assistant	\$12,359.00	Annual
	Cheerleader - Director	\$8,239.00	Annual
	Cheerleader - Assistant Director	\$4,708.00	Annual
	Drill Team - Director	\$8,239.00	Annual
<b>SPORT - Junior High School</b>	All Coaches	\$8,239.00	Annual
	Campus Coordinator	\$3,532.00	Annual
	Gymnastics - Head Coach (Teacher/Coach or Teacher Contract Only)	\$5,305.00	Annual
	Gymnastics - Part Time Head Coach (Part-Time Employee Only)	\$572.00	Monthly
	Tennis - Coach	\$2,355.00	Annual
	Liga - Coach	\$2,000.00	Annual
	Cheerleader - Director	\$2,943.00	Annual
	Cheerleader - Assistant Director	\$2,943.00	Annual

## Schedule for Supplemental Duty Pay 2022 - 2023

DESIGNATION	ADDITIONAL COMPENSABLE ASSIGNMENT	SUPPLEMENT	DUTY PERIOD
<b>SUBSTITUTES</b>	Substitute Administrator (Based on Experience and Pay Grade)	\$300.00	Minimum Per Day
SUBSTITUTES - Unfilled Job	Substitute Professional Support (Based on Experience and Pay Grade - Pay Grade 4 or 5)	\$225.00	Minimum Per Day
	Substitute Professional Support (Based on Experience and Pay Grade - Pay Grade 2 or 3) reimbursement for attending the required substitute orientation)	\$200.00	Minimum Per Day
		\$100.00	One Time Stipend
	Substitute Teacher Pay - Non-Degreed, Non-Certified (48+ College Hours)	\$90.00	Per Day
	Substitute Teacher Pay - Days 1 - 10 - Degreed, Non-Certified	\$100.00	Per Day
	Substitute Teacher Pay - 11 - 19 Consecutive Days Assignment - Degreed, Non-Certified	\$110.00	
	Substitute Teacher Pay - 20+ Consecutive Days Assignment - Degreed, Non-Certified	\$120.00	Per Day
	Substitute Teacher Pay - Days 1 - 10 - Degreed and Certified	\$110.00	Per Day
	Substitute Teacher Pay - 11 - 19 Consecutive Days Assignment - Degreed and Certified	\$125.00	Per Day
	Substitute Teacher Pay - 20+ Consecutive Days Assignment - Degreed and Certified <i>*For a long-term assignment of 20 or more days, a degreed/certified long-term substitute will receive this rate of pay, effective the first date of the assignment.</i>	\$155.00	*Per Day
	At 20-day increments of consecutive instructional days worked, substitute teachers will receive a \$300 stipend	\$300.00	Per 20 consecutive days worked
	Substitute Teacher/Coach (Long-Term Assignment)	\$25.00	Per Day
	Substitute Registered Nurse (RN)	\$190.00	Per Day
	Substitute Licenced Vocational Nurse (LVN)	\$100.00	Per Day
	Substitute Paraprofessional (including Campus Technology Assistant)	\$75.00	Per Day
	Substitute Paraprofessional - Special Education Classrooms	\$85.00	Per Day
	<i>Elementary teachers of record (grade level, music, art, and physical education) required to teach additional students while simultaneously teaching their own students, as a result of an unfilled substitute job for another teacher's absence, receive the following stipends:</i>		
	Teacher serving as Substitute - Elementary (1-5 Students)	\$25.00	Per Day
	Teacher serving as Substitute - Elementary (6-10 Students)	\$50.00	Per Day
	Teacher serving as Substitute - Elementary (11-15 Students)	\$75.00	Per Day
	Teacher serving as Substitute - Elementary (16+ Students)	\$100.00	Per Day
	Teacher serving as Substitute During Conference Period - Junior High	\$20.00	Per Class Period
	Teacher serving as Substitute During Conference Period - High School	\$25.00	Per Class Period
<b>SUBSTITUTES - CNS</b>	CNS Substitute (Retired), Manager	\$12.00	Per Hour
	CNS Substitute (Retired), Specialist	\$11.25	Per Hour
<b>SUMMER PAY, MAINTENANCE</b>	Summer Help I, Maintenance	\$10.00	Per Hour
	Summer Help II, Maintenance	\$10.25	Per Hour
	Summer Help, Maintenance - Painting Lead	\$17.00	Per Hour
	Summer Help, Maintenance - Painting	\$13.00	Per Hour
	Summer Help, Maintenance - Crew Lead	\$13.00	Per Hour
	Summer Help, Warehouse	\$13.00	Per Hour
	Summer Help, Custodian	\$11.50	Per Hour
<b>Custodian - Longevity Stipend</b>	<i>Custodians, Head Custodians, and Custodian Helpers are eligible for a recurring longevity stipend after completing the number of years listed below:</i>		
	After 2 years of service	\$250.00	Annual
	After 5 years of service	\$500.00	Annual
	After 10 years of service	\$750.00	Annual
	After 15 years of service	\$1,000.00	Annual
	After 20 years of service	\$1,250.00	Annual
	After 25 years of service	\$1,500.00	Annual
<b>OTHER</b>	Student AV tech	\$15.00	Per Hour
	Lead Network Engineer	\$5,000.00	Annual
	Hardware Pick Up Delivery Driver	\$8.50	Per Hour
	After-Hour Technology Support	\$35.00	Per Hour
	<i>Active paraprofessionals performing extra duty assignments not listed above will be compensated according to the minimum hourly rate of the employee's current pay grade.</i>		
	PR & Marketing Support Stipend (Convocation)	\$3,500.00	One Time Stipend

## Schedule for Supplemental Duty Pay 2022 - 2023

RATES FOR STADIUM AND EVENTS			
<b>FOOTBALL</b>			
	Varsity	Announcer	\$100.00 Per Game
		Board Supervisor, Money Counter/Runner, Parking Attendant, Parking Ticket Sellers, Pressbox Attendant Supervisor, Scorekeeper, Concession Supervisor, Will Call Attendant, Elevator Attendant, Ticket Sellers, Ticket Taker, Timer, Reserved Seat Monitor Will Call, Game Monitor, Assistant Announcer, Concession Worker, Message Board Tech/Camera, Pressbox Monitor, Seat Monitor	\$60.00 Per Game
	Soph & JV	Clock, Scorekeeper, Timer, Announcer	\$45/\$50 1 Game/2 Games
	7th-8th-9th	Clock, Scorekeeper, Timer, Announcer	\$35/\$45 1 Game/2 Games
	JV & 9th	Ticket Seller, Ticket Taker, Concession Worker	\$30/\$40 1 Game/2 Games
	7th & 8th	Ticket Seller, Ticket Taker, Concession Worker	\$25/\$35 1 Game/2 Games
	JV-Soph-7th-8th-9th	Additional Games Over 2 Same Field Same Day Revert to 1 game pay	
<b>SOCCER</b>			
	Regional Soccer Tournament	Game Worker, Concession Worker	\$45.00 Per Game
	Varsity	Announcer	\$45.00 Per Game
	Varsity-JV-Soph-9th	Clock Keeper	\$35/\$45 1 Game/2 Games
		Ticket Seller, Ticket Taker, Press Box Monitor, Elevator Attendant, Concession Worker	\$30/\$40 1 Game/2 Games
	7th-8th	Game Worker, Concession Worker	\$15/\$25 1 Game/2 Games
	JV-Soph-7th-8th-9th	Additional Games Over 2 Same Field Same Day Revert to 1 game pay	
<b>BASKETBALL-VB-SB-BASEBALL</b>			
	Varsity-JV-Soph-7th-8th-9th	Ticket Seller, Ticket Taker, Clock Keeper, Scorekeeper, Announcer	\$30/\$40 1 Game/2 Games
		Varsity Volleyball Libero Tracker/Lines	\$20.00 Per Match
	High School	Ticket Supervisor/Seller	\$40/\$50 Per Game
	JV-Soph-7th-8th-9th	Tournament Game Worker, Concession Worker	\$12.00 Hourly
	JV-Soph-7th-8th-9th	Additional Games Over 2 Same Field Same Day Revert to 1 game pay	
<b>WRESTLING-GYMNASTICS-TRACK</b>			
	Varsity-JV-Soph	Ticket Seller, Ticket Taker, Monitor (Wrestling Only)	\$35.00 Dual Meet
	Varsity-JV-Soph-7th-8th-9th	Ticket Seller, Ticket Taker, Monitor, Concession Workers	\$12.00 Hourly
<b>OTHER</b>			
	Varsity FB - Special Events	Message Board Programmer (Aug 15 - Dec 15)	\$350.00 Monthly
		Concession Lead	\$100.00 Per Game
		Stadium Director	\$350.00 Per Game
		Stadium Producer	\$150.00 Per Game
		Weekend Clean-Up (Not to Exceed \$400 per event)	\$12.00 Hourly
		Starter (Athletic Events)	\$25.00 Hourly
	Band Contests	Contest Worker, Concession Worker	\$8 - \$12 Hourly
	Extended Day Special Events	Event Worker, Concession Worker	\$8 - \$12 Hourly
	<b>DESIGNATION</b>	<b>ADDITIONAL COMPENSABLE ASSIGNMENT</b>	<b>SUPPLEMENT DUTY PERIOD</b>
	Game/Event Inside District	Coach Driving Bus to Game/Event - Inside the District	\$40.00 Per Trip
	Game/Event Outside District	Coach Driving Bus to Game/Event - Outside the District	\$80.00 Per Trip
	Pro & Semi Pro Sports Rental	Miscellaneous Stadium/Athletic Field Duties	\$8 - \$12 Per Hour